



# Los Angeles County BOARD OF SUPERVISORS POLICY MANUAL

Policy #:	Title:	Effective Date:
5.050	Contractor's Use of GAIN/GROW Participants	08/12/97

(See also **Board Policy 9.120**)

## PURPOSE

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Encourage businesses that contract with the County to use Greater Avenues for Independence (GAIN) or General Relief Opportunities for Work (GROW) participants through the inclusion of standard language in solicitation documents, contracts and contract renewals and amendments.

## REFERENCE

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April 8, 1997 Board Order, [Synopsis 63](#)

July 15, 1997 Board Order, [Synopsis 60](#)

July 28, 1997 Director of Personnel Memo "[Employment of Qualified GAIN \(Greater Avenues for Independence\) Program Participants by County Departments and Contract Temporary Personnel Agencies](#)"

August 12, 1997 Chief Administrative Office Board Letter, "[Plan for Encouraging County Contractors to Participate in Greater Avenues for Independence \(GAIN\) Hiring](#)"

August 12, 1997 Board Order, [Synopsis 62](#)

October 6, 1997 Chief Administrative Office memo, "[Standard Contract Clauses - GAIN Program Hiring](#)"

February 5, 2002 Board Order, [Synopsis 12](#)

["Attestation of Willingness to Consider GAIN/GROW Participants" form](#)

## POLICY

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All County solicitations, **contracts**, renewals and amendments shall include standard language that requires contractors to consider GAIN or GROW participants when hiring. Contractors shall report all job openings with job requirements to [GAINGROW@DPSS.LACOUNTY.GOV](mailto:GAINGROW@DPSS.LACOUNTY.GOV) to obtain a list of qualified GAIN/GROW job candidates.

All solicitations shall establish a minimum threshold requirement that bidders/proposers demonstrate a history of hiring GAIN or GROW participants or a willingness to hire them.

**Standard language to be used in all County contracts, renewals and amendments:**

**Consideration of hiring GAIN/GROW Participants**

Should the Contractor require additional or replacement personnel after the effective date of this Contract, the Contractor shall give consideration for any such employment openings to participants in the County's Department of Public Social Services Greater Avenues for Independence (GAIN) Program or General Relief Opportunity for Work (GROW) Program who meet the Contractor's minimum qualifications for the open position. For this purpose, consideration shall mean that the Contractor will interview qualified candidates. The County will refer GAIN/GROW participants by job category to the Contractor. Contractors shall report all job openings with job requirements to [GAINGROW@DPSS.LACOUNTY.GOV](mailto:GAINGROW@DPSS.LACOUNTY.GOV) to obtain a list of qualified GAIN/GROW job candidates.

In the event that both laid-off County employees and GAIN/GROW participants are available for hiring, County employees shall be given first priority.

**Standard language to be used in all solicitation documents:**

**Consideration of GAIN/GROW Participants for Employment**

As a threshold requirement for consideration for contract award, Proposers shall demonstrate a proven record of hiring participants in the County's Department of Public Social Services Greater Avenues for Independence (GAIN) or General Relief Opportunity for WORK (GROW) Programs or shall attest to a willingness to consider GAIN/GROW participants for any future employment openings if they meet the minimum qualifications for that opening. Proposers shall attest to a willingness to provide employed GAIN/GROW participants access to the Proposers' employee mentoring program, if available, to assist these individuals in obtaining permanent employment and/or promotional opportunities.

Proposers who are unable to meet this requirement shall not be considered for contract award. Proposers shall submit a completed, "Attestation of Willingness to Consider GAIN/GROW Participants," form, as set forth in Appendix - Required Forms Exhibit , along with their proposal.

**RESPONSIBLE DEPARTMENT**

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Department of Public Social Services  
Chief Executive Office  
Department of Human Resources  
County Counsel  
Internal Services Department

**DATE ISSUED/SUNSET DATE**

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**Issue Date: August 12, 1997**  
**Reissue Date: January 29, 2002**  
**Review Date: October 20, 2005**  
**Review Date: July 16, 2009**  
**Review Date: September 18, 2013**  
**Review Date: May 1, 2013**

**Sunset Review Date: August 12, 2001**  
**Sunset Review Date: September 20, 2005**  
**Sunset Review Date: October 20, 2008**  
**Sunset Review Date: July 16, 2013**  
**Sunset Review Date: May 1, 2014**  
**Sunset Review Date: July 17, 2017**